

Required Resources



Alamere Falls flows into the Pacific at Point Reyes National Seashore. PHOTO BY KRISTIN GILLISS

As part of the NPS business plan process, the national seashore's senior management evaluated the resources that would be required to fully meet the operational goals and priorities of each functional area as discussed in the Current Operations section. Changes and additions to personnel comprised almost the entirety of additional resources that the seashore management indicated was necessary to fully meet their mission. Based on these needs, a new organizational chart was developed, which reflected a more ideal vision of the national seashore's organization. This new organizational chart showed a total increase in new staff of 31.2 FTE. Although this seems high, fully thirty percent (10.2 FTE) of this amount was to convert less than full-time or temporary positions to full-time or permanent positions. These conversions reflect the financial reality of the park—the seashore has had to conserve funds by hiring positions at less than full-time for tasks with a workload that would best be met by a full-time employee.

In addition to these new FTE, national seashore management identified six FTE which are currently paid from grants, fees, or project funds that would more ideally be stable positions paid from base appropriations. Were these positions able to convert to base appropriations funds, it would free staff time to pursue operational tasks that are currently spent seeking funds to support these FTE.

The organizational structure developed through the business plan process is not one which the Point Reyes National Seashore will be able to achieve with current operational funds. However, it provides a decision-making guide for the seashore to use if and when funding becomes available to hire additional staff. Successful implementation of the strategies outlined in the following section of the business plan will also help the seashore move forward in achieving its operational goals.